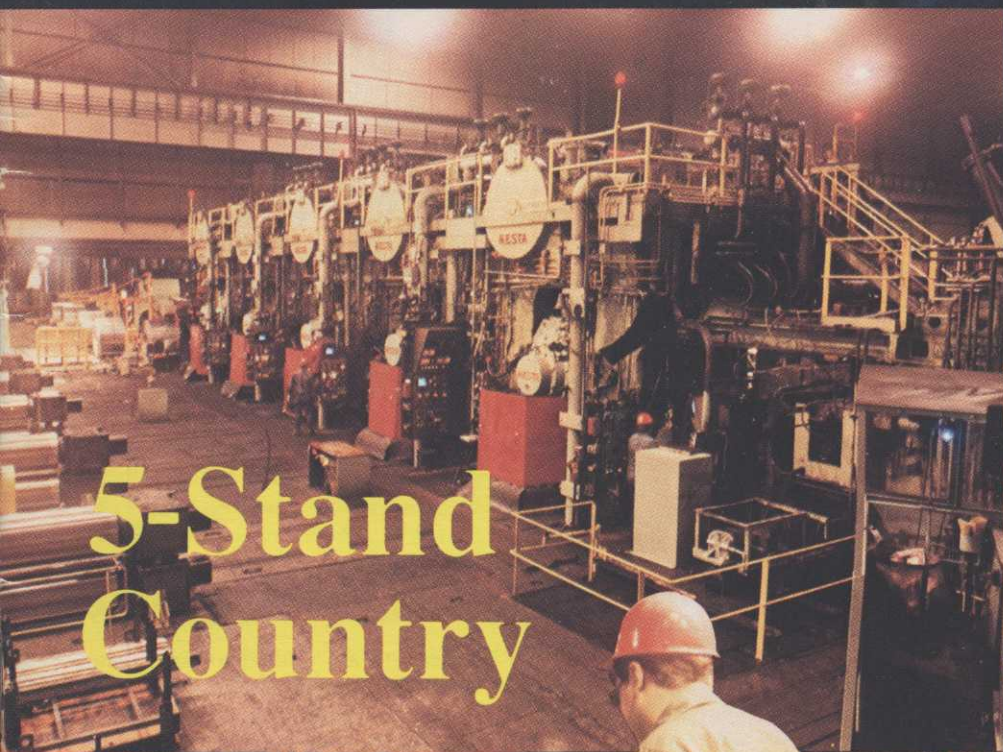


USS Gary Works Express

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5-Stand Country



Gary Works Express

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Gary Works Express is published quarterly under supervision of the Personnel Department, Gary Works, United States Steel Corporation to provide timely factual information on policies, plans, operations, technical developments and other information on topics of interest to active employees at Gary, South and Tube Works and retirees. It also conveys views of the General Manager-Gary Works on topics of interest to current employees and assists in achieving information objectives of Gary Works.

About Our Covers

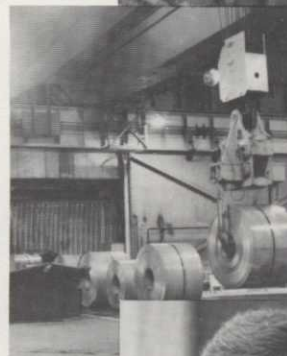
"5-Stand Country"—Known as the Land of the Giants, the 5-stand cold reduction mill is an industry leader. Originally a reference to the 96" O.D. coils, it is now descriptive of the mill and its crews. In 1984, the 5-stand set a new North American record for tons per turn by averaging 2,160 tons. For the first five months of 1985 they are at 2,300 tons per turn and getting better.

Communication—A key to success for the No. 1 continuous caster. Earlier this year, the caster established a new world record by casting 428 heats without interruption. For three hundred thirty-two hours or almost fourteen days a continuous slab was produced.

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Readers' Thoughts

Readers are invited to participate in the Readers Thoughts. With the inclusion of your letter to the editor, we hope to give you the opportunity to express your thoughts on business and economics affecting you and Gary Works.

All letters with names and addresses will be considered for publication. Letters cannot be acknowledged or returned and are subject to editing. Names withheld upon request.

Please send your letters to **Editor, Gary Works Express, Gary Works, U.S. Steel Corporation, 1 N. Broadway Mail Station 91E-11, Gary, IN 46402.**

Jerry Govert's Message

Gary Works— “Can Do” Attitude and “Winning Spirit”



“Whenever anyone in our organization gets depressed about business conditions, I tell them they should go to Gary to improve their outlook. Gary is the flagship . . . the place with the winning spirit . . . the can do attitude.”

Those were the words of Tom Graham, U. S. Steel's vice chairman and chief operating officer—steel and related resources, in a recent talk to some of our supervisors here.

They are gratifying words of recognition, which we have earned with much hard work—and effective work.

Our Gary Works organization has continued to make significant competitive progress during the early months of 1985, in the effort to convert this plant into an all-out winner.

The early months of the year brought an improved order book, particularly for flat-rolled products. Currently, the 84" hot strip mill is running full out. Same way, the cold reduction mills, the electrogalvanizing line and most of the tin product lines.

Crews throughout the plant are responding to these business conditions by setting production records and at the same time have lowered diversion rates to record lows.

We moved to a three blast furnace operating level in early February. A fourth furnace was added during the recent operating problems on No. 13 blast furnace, but we are back to a three blast furnace level at this time. We will remain at this level for the foreseeable future if order book forecasts prove accurate.

The operating problems on No. 13 blast furnace during February and March were a severe test of our plant's competitive muscle. I can report we passed the test with flying colors. Congratulations are in order for many people, who performed well in response to a problem that could have been a severe setback for our competitive effort—a problem that could have damaged our reputation with many customers.

The business plan during the period was a resourceful and effective strategy. It relied on the great flexibility of the corporation's nationwide steelmaking complex. Slabs and hot bands were brought here from Geneva Works in Utah, the first time we have ever processed Geneva steel. Slabs also came from Fairless Works, near Philadelphia. Ingots and slabs were purchased from Bethlehem Steel.

Another part of the emergency business plan involved the transfer of a number of plate orders to Texas Works and the Homestead Plant, near Pittsburgh, in order to maintain customer schedules. Production resumed on the No. 8 blast furnace, partially offsetting the loss of production from No. 13. Heavy use was made of existing slab inventories, which now have been replenished.

In the end, shipment losses were reduced to a minimum. Delays in shipping to most customers also were minimized. By early April, the shipment schedules were back to normal. And the repaired No. 13 blast furnace was restored to normal production levels.

Meanwhile, we have continued to see improvement in our quality performance. Diversion rates have been further reduced from the much improved levels of 1984. Improvements in our Cold Rolled Lamination product from the 2 stand mill—the result of outstanding efforts by crews at the QBOP and the South Sheet Mill—produced major order increases. Further evidence that improved quality means more business!

Visits to customer plants by operating and quality assurance people have been expanded. In one case, a visit by Gary people to Ford's Maumee, Ohio, operations led to a return visit to our electrogalvanize line by Ford workers. The exchange visits proved beneficial for both organizations. We learned more about Ford's quality requirements and operating practices. The Ford people learned about our operations and quality enhancement activities.

These visits have become a key part of our quality push. They will continue. Also, you should be aware that numerous customer representative groups have visited Gary in recent weeks. These visits will continue in greater numbers. We are anxious to show customers, first hand, the NEW Gary Works—its “can do” attitude and “winning spirit.”

G. E. Govert
General Manager, Gary Works

No. 13 Blast Furnace —Alive and Doing Well

“BREAKOUT.”
Frightening. Chilling. For a moment you freeze. Then, . . . quickly . . . you look. In the direction of the cry. Where? Your first thought is “where?” And you look to see how bad, even before you question what. Then, you react!

Shortly before 1:00 a.m. on February 16, early Saturday morning, the midnight crew was casting No. 13 blast furnace. Two ladles had been filled and a third was being filled. Suddenly, the furnace “heaved” several times and a rush of molten iron and slag surged from the No. 3 tap hole. It spilled over the sides of the iron trough, down along the shell of the furnace and into the water trough beneath the hearth.

A violent explosion occurred.

Six hours later, as the cleanup began, a large J-shaped crack about 25 feet long was discovered in the three and a half inch thick hearth shell. Shortly after, a second horizontal crack approximately ten feet long was discovered.

A similar crack had occurred in January, a year earlier. At that time, strips of plate, 4” thick by 6” wide or “band-aids,” were welded across the crack to restore structural integrity. Since those repairs had remained intact, similar repairs were immediately instituted on the new cracks.

“Everyone pitched in,” said Scott Muniz, shift manager. “The crews went on two 12 hour shifts and repair work and cleanup went on around the clock. The feeling then among the crew was that this just isn’t going to affect us. It would affect the entire plant operation. Everyone felt a personal responsibility to getting it back into service as quickly as possible.

“The furnace was too good to be down,” continued Muniz. “We were too good. We had accomplished too many things. We had proved that to the industry, proved it to the world, proved it to ourselves.”

As Bill Knapp, control room manager, said, “These people know it is the most productive furnace in North America, and they’re proud of it. When an emergency occurs, everybody does all. There are no specialists, no specialties. No one waiting for someone else to do something. We did whatever it took to get that furnace up and running. Pride is the motivating factor.”

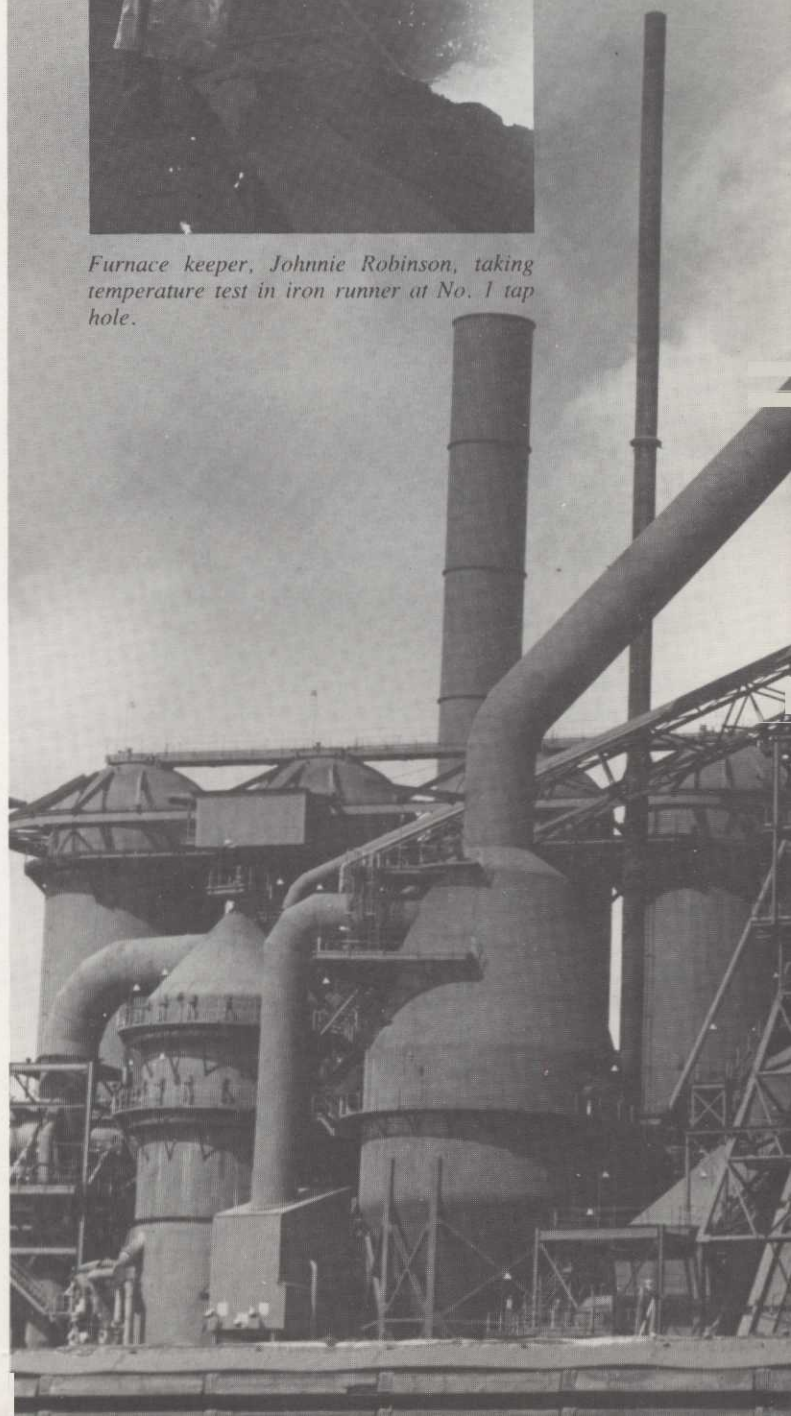
Wind was put back on the furnace at 5:40 p.m. three days later. Slowly it was worked up to full wind by 9:15 that evening. There were start-up problems and by 11:30 p.m. it was obvious that the metal output was much less than the melting rate. Adjustments were tried. Burning the tap holes continued.

Then at 2:50 a.m. on the 20th, a tuyere cooler blew out. Wind was cut back immediately. As the furnace burden settled,

*Not an ice cream parlor,
it's a Blast Furnace*



Furnace keeper, Johnnie Robinson, taking temperature test in iron runner at No. 1 tap hole.





Bill Knapp, control room manager, checks process control equipment in the control room.

iron and slag filled all 35 tuyeres, blowpipes and upper assemblies.

Cleanup of the refractory-lined blowpipe and upper assemblies took all of Wednesday, Thursday and most of Friday. It was impossible to clean them in place. They all had to be removed and replaced. Eighteen tuyeres and fifteen tuyere coolers also were changed.

Wind was put back on the furnace Friday afternoon, February 22. However, with the reduced wind on the furnace it was soon obvious that communication—the gas and liquid flow—between the tuyeres and the tapping holes had been lost. This was probably the cause of the trouble several days earlier.

Several different procedures were attempted to reestablish the flow. Finally, an oxygen natural gas burner successfully melted through the shelf of iron and slag that had solidified between the tuyeres and the tap holes below them. Limited operations resumed on February 27, and numerous casts were made in the next several days. Delays were taken to open additional tuyeres. During one of these planned stops, water was seen flowing from out of a tuyere. It came from the bosh staves.

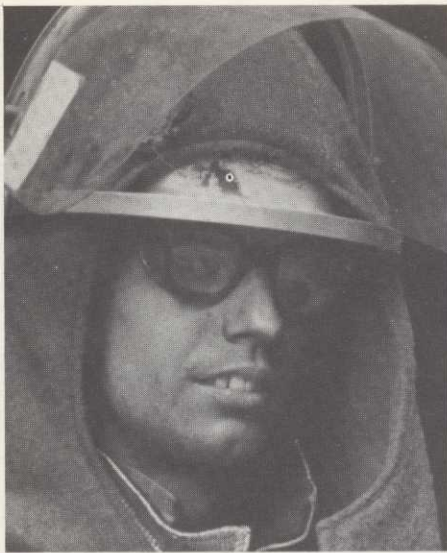
The next day, March 2, a section of the bosh shell turned bright red. The wind was taken off again. In the next two days, 26 bad curcuits were identified and corrected, sometimes by snaking a flexible hose through the leaking pipe. Following these repairs, wind was put back on at noon on March 5.

Since restart on March 5, furnace conditions have gradually returned to near normal although frequent stops were necessary to open additional tuyeres or change copper cooling members. The bosh was repaired by the installation of cylindrical copper coolers. Two were installed March 8. Ten more were installed during a 32-48 hour outage on March 13 and 14. To date, a total of 52 coolers have been installed. Installation of the coolers was slow due largely to the time required to drill holes through the two and one half inch thick bosh shell.

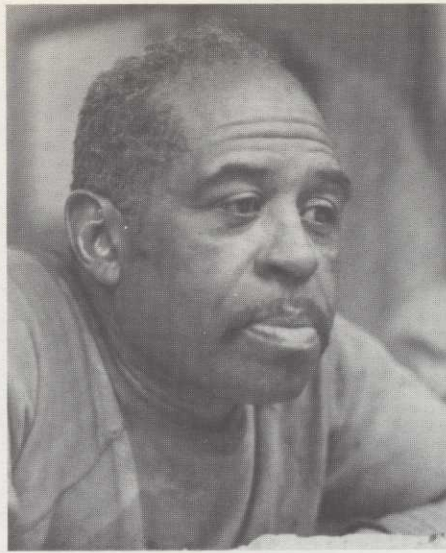
The furnace operators and maintenance crews explored conventional techniques for penetrating the rugged shell. New concepts—lasers and hydroblasting were also considered.

"What is important," said Jim Crum, division manager, "is that these people never gave up. Repeated disappointments only made them more determined to get 'their' furnace back to peak production levels. There is an amazing spirit among the crews. It shows. It is that obvious."

Jerry Casbon, trough repairman, put it this way. "In only one month we were back to normal operations. A lot of people believed the furnace would take three months, even longer, to



John Ring, keeper helper, "The troughs must be ready to handle iron at all times."



Johnnie Robinson, furnace keeper, "It took teamwork to get the furnace back to normal."



Bill Richardson, keeper helper, "My job is to assist in keeping No. 1 tap hole running."

come back."

Bill Richardson, keeper helper, explained, "If everyone hadn't given tremendous effort, we could have had to reline (the furnace) today instead of on schedule in 1987. When the job requires extra time, we just work until it is finished. During the breakout we worked continuous 12 hour shifts to get running again."

Johnnie Robinson, keeper, had this to say. "It's my job to keep No. 1 tap hole running. The operation takes the work of everybody. The team put this furnace back together and in good time. I like this work, I like my job. I like being a part of this bunch of guys."

Bill Vaclavik is a laborer on the crew. He said, "It takes teamwork. We must be ready at all times in case a problem might occur. We

were ready for this one and the results show."

"The feeling was we were going to lose the furnace. Everyone worked a lot of extra hours to get the furnace back to normal operation, and we did it," said Casbon.

Al Pierce, furnace keeper, probably summed up his feelings for the entire crew when he said, "February was a lot of long hard hours, getting the furnace back together. We have a good crew. Everyone pitches in and does more than expected. I've been a part of blast furnaces for a long time and it's no ice cream parlor out there, it's tough hard work, but we do it and do it well."

Pride makes this team. And, this team makes No. 13 blast furnace the absolute best! □

No Longer "Mistake on the Lake"

*Jim F. Crum, division
manager, iron producing.*



Division manager—iron producing Jim Crum reflecting in his office the other day recalled, "I remember when our No. 13 was called 'The Mistake on the Lake.' From 1974 to 1979 we only averaged 4,650 tons per day. We had taken a new furnace, put it into operation and we learned a lot about running a large furnace. Then we made some changes. Since then, from 1980 to 1985 we have averaged 7,600 tons per day, a 65% increase from the last campaign.

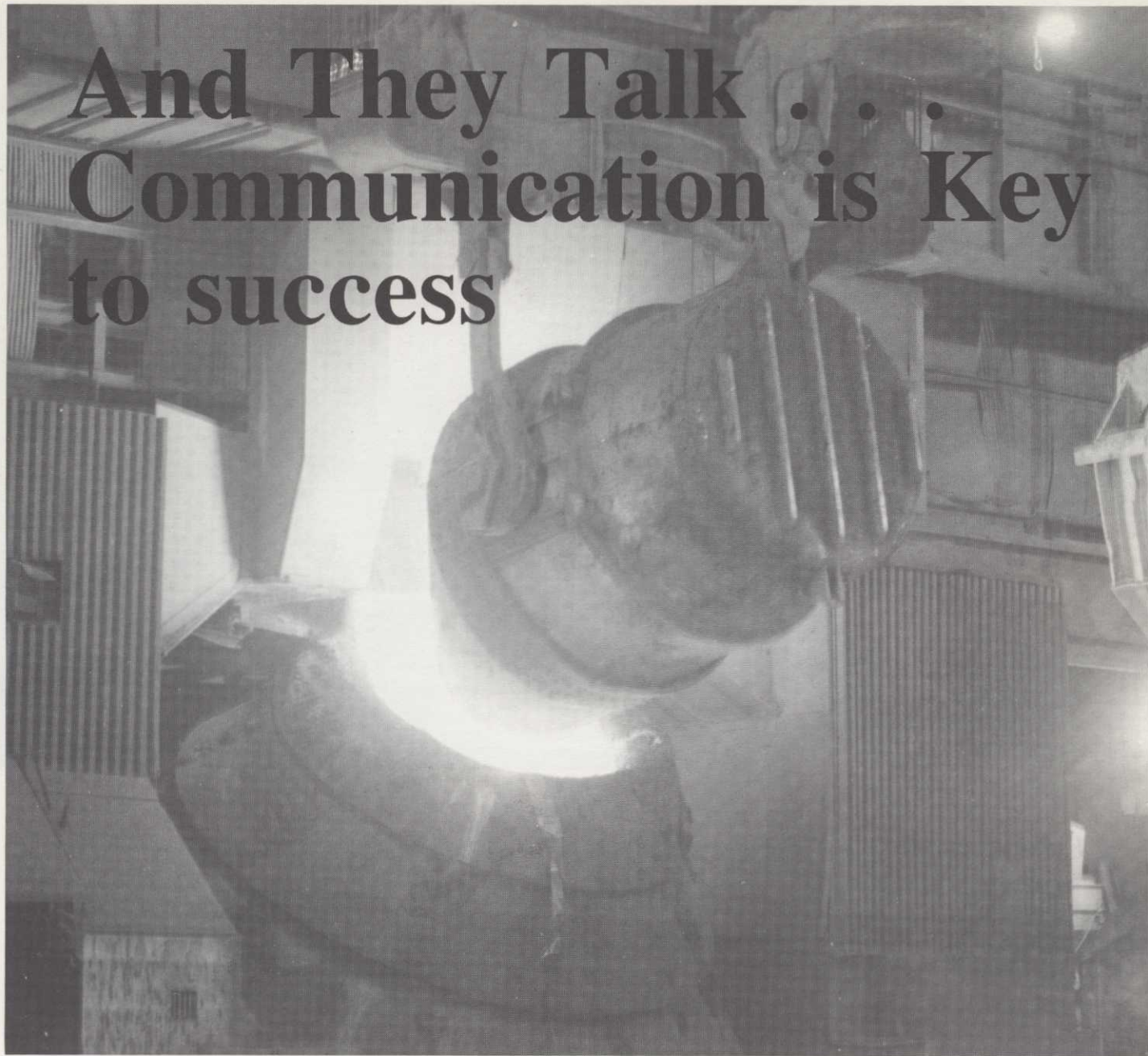
"For 40 of the last 48 months, this has been the most productive blast furnace in North America according to the American Iron and Steel Institute. The AISI rank American, Canadian and Mexican furnaces on tons produced for each 100 cubic feet of working volume, and we have consistently been at the top.

"Nowadays, steel people, and even the general public, I guess, look at our No. 13 blast furnace as the industry standard, the American benchmark for measuring furnace performance. The work in turning it around is an American success story.

"It's the story of our people. Most of them have been with us, on this furnace, since it began operation in 1974. They took a lot of abuse in the early days, but they have made it a winner.

"Blast furnace people are close. They do a tough, dirty job in difficult, sometimes impossible, conditions. There's always an element of danger. They all have a bond, but this crew is especially close. They do what has to be done. They help each other."

And They Talk . . . Communication is Key to success



Charging No. 1 BOP shop vessel with molten iron.

Close communication. Close cooperation. It's hard to think of the processing of a 200 ton heat of steel into 40 foot slabs as a split second precision operation, but it is. It is, if you are going to do it right. And, they are doing it right at the No. 1 BOP shop and No. 1 continuous caster.

So right in fact, that in 1984, the continuous caster produced a record 1,896,000 tons. This effort would not be possible without the good working relationship between the caster and other divisions. From iron producing to the 84" hot strip mill and others, these people work together to make the caster and Gary Works what it is today—a world class producer.

Communication begins with the tapping of iron from No. 13 blast furnace. From there the hot metal is sent to the desulfurization station. The torpedo-shaped cars are tipped and emptied. Scrap is placed in boxes. The hot metal and scrap are weighed and readied. They are positioned. On command, they are charged into the BOP vessel.

Additives are on hand. Also in the right amount—manganese,

aluminum, molybdenum, chromium, silicon, phosphorus, and of course limestone. The lance is lowered and oxygen blows into the giant vessel to convert the ingredients into steel. Bringing temperature to a precise 2800 F. Volume, time and temperature mesh exactly. Everyone works together. Everyone.

And they talk.

Furnace operator John Nickovich said, "Without everyone pulling their share, we never could have accomplished what we did in '84. This is how we helped the caster achieve its record breaking performances. And give a lot of credit to maintenance. They're behind us one hundred percent. They're right on the ball."

In a half hour, more or less, the impurities are driven from the iron. It's steel. Two hundred tons, alloyed exactly to meet customer specification. The physical properties are there. Unchangeable. And they had better be right.

"The BOP shop strives to pour some of the best heats around," said Tom Simison, shift manager. "It all starts with us. If the quality of the steel is poor, then the finished product doesn't have



Burning machine operator Bob Hurst waits for torch to complete operation.



Fore: Este Lewton—training to be continuous caster at new No. 2 caster. Back: Curtis Evans, main desk control man, watching control panel for caster.

a chance to get out the door. That's why it is so important for us to do the job right."

"We take great pains to keep our temperature control in order to keep the caster going," said Eddie Crystal, first furnaceman. "We have to coordinate efforts between hot metal, scrap and alloys. We work as a team to make sure the heats we send up to the caster are quality heats."

Once the heat is tapped, run out into the pouring ladle, the steel belongs to the caster. Here, transportation plays a crucial role. Delays are costly. Movements must be swift and sure. No cooling. No spills. The ladle is positioned, with great precision, over the funnel-like tundish that feeds the slab mold. This is where it all starts for our world record setting continuous caster.

Between January 22, 1985 and February 5, 1985, the caster established a new world record by casting 428 heats without interruption. For three hundred thirty two hours or almost fourteen days, a continuous slab was produced. This represented 88,874 tons produced. The caster was able to ship direct to the 84" hot strip mill 92% of the slabs. Another important feature of this event was they hot charged 46% of the slabs to the strip mill, a money and time saving effort. Quality wasn't sacrificed. What a performance!

And they talk.

The teamwork goes on. "The crews work well together," says Simon Rodich, shift manager. That's how we achieve the results. All of the crews are involved. They feel great pride in setting the record for continuous heats cast. Not just operating," he says, "but maintenance too. They set up the machine to make it happen. It's just good teamwork—all the way around."

1st furnaceman Eddie Crystal watching at C.A.S. bell to inspect argon stirring operation.



Furnace operator John Nickovich taking temperature test in BOP vessel.



From left: Tim Nusbich—area manager, No. 1 BOP shop; Dick Wardrop—division manager—steel producing; Karen Shewmaker and Vernon Jaques, Burns Security EMT's.

EMT's Save Life

At 11:00 a.m. on March 21, 1985, craneman Arthur Stewart experienced a serious cardiorespiratory disorder while operating the No. 2 Stockyard Crane at the No. 1 BOP Shop. Responding to the emergency call were Burns Security Medical Technicians Karen Shewmaker and Vernon Jaques. Upon arriving at the scene, they found Mr. Stewart uncon-

scious on the floor of the cab.

Shewmaker and Jaques administered emergency medical attention at the scene and while enroute to Mercy Hospital via plant ambulance.

Dr. T. D. Novack, Gary Works Medical Director, reviewed the case and feels due to the team responding as quickly as they did and on the scene medical action taken by the two Emergency Medical Technicians were instrumental in Mr. Stewart's survival.

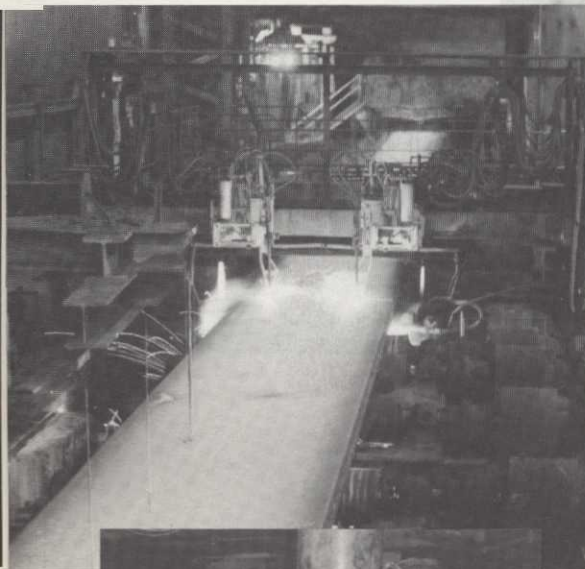
Dick Wardrop, Division Manager—Steel Producing, presented the pair a Steel Producing Division jacket and a letter of commendation reflecting his thanks for a job well done.

"This is our job, but it is very satisfying to know you contribute in the saving of a person's life," said Karen Shewmaker.

"It gives you a good feeling to know you can help a seriously ill or injured person out until advanced medical attention can be administered at the hospital. We try to improve a person's condition until the doctor can see the patient," said Vernon Jaques.

Melter Lon Bencie checking to make sure heat is ready to tap.

Continuous cast slab being cut into 40' lengths.



Continuous caster John Riley preparing tube for molten steel to flow into tundish.

The tundish is fed a steady stream of molten steel. Uneven pouring could create turbulence, air pockets and uneven cooling. Defects. The metal is gently agitated to maintain even temperature throughout the holding vessel as it gradually feeds the mold. Time and temperature still are critical and every step is under the watchful eye of the quality assurance observer. Making sure chemistry, temperatures and speeds are met and maintained to insure a quality slab is produced.

And they talk.

The mold man has set his width. He raises the gate. Steel flows into the mold, sets up and then moves from the mold to begin to slide down the long incline. Water jets spray the slab to cool it. From liquid to solid in minutes, but just barely. Not too cool. Liquid centers and plastic ribbons don't make it. Water, atmosphere and time are critical. Too fast—lost metal. Too slow—lost productivity.

At the bottom, the cutoff operator cuts the slabs into 40 foot lengths. After parting the slabs, they are sent either directly to the 84" hot strip mill to be hot charged, conditioned or placed on burning beds to be split into tin mill slabs.

Burning machine operator, Bob Hurst, operates four slab slitting beds at once. Each bed splits two slabs at the same time. Hurst has three beds in operation at all times and is preparing the slabs at the fourth bed while the others work.

Transportation again becomes crucial. Getting hot slabs to the hot strip mill to be charged into the furnace reduces the amount of energy required to bring them to rolling temperatures. This takes tremendous coordination between the caster, transportation, hot strip mill and business planning. Gary Works hot charges more tons than any other domestic producer.

And they talk.

Jerry Hodges, area manager—No. 1 continuous caster, puts the record breaking performances into perspective. "There is no difference between our BOP and caster groups. The whole system works together to produce a quality slab. Each crew, each person on the crew, understands their role. All done through effective communication, and most important, both sides listen well to each other.

"Attitudes are high because everyone has the feeling that they are personally contributing to a successful team effort. It takes more than money. It takes a sense of accomplishment. This group feels they make a difference in the performance of the entire Works. And that's not a feeling, that's a fact!"



From left: Tony Massa, shift manager, North Sheet Mill; Gary Crouch, assistant roller, 5 Stand Cold Reduction Mill, checking quality of coil before sending to annealing.

5-Stand Country Land of the Giants

It has been universally suggested that people are the main part of any success story. The people associated with the 5-Stand Cold Reduction Mill are a prime example of this statement.

It has been universally suggested that people are the main part of any success story. The people associated with the 5-stand cold reduction mill are a prime example of this statement.

In the late 1970's, the 5-stand started a modernization program that today, has made the mill into one of the most modern and productive cold reduction mills in the world. The 5-stand had virtually been untouched since its start-up in June of 1964, except for routine maintenance and small updates.

The 5-stand was converted from a voltage regulated mill to a speed regulated one in 1979 and the improvements kept coming.

North Sheet Mill Area Manager Al Kluender:
"The pride of our employees shows on the bot-
tom line. They're a 'can do' team. They're
highly productive and quality minded."



Feeder helper, Dave De St. Jean, sets up the
5-stand to receive a coil.



Automatic work roll changers, hydrostatic lube system and others helped upgrade the facility.

But the largest contributing factor started in 1980—Process Control. Throughout the 80's the 5-stand has been continually equipped with the most modern computers available. Today, these computers set speeds, tension, and rolling loads for each stand. The computers help reduce the amount of initial coil product that is not the correct gauge. What this means is we achieve proper gauge sooner and thus improve yield which gives us more saleable product. Also, several check points for quality control are incorporated into the process control system.

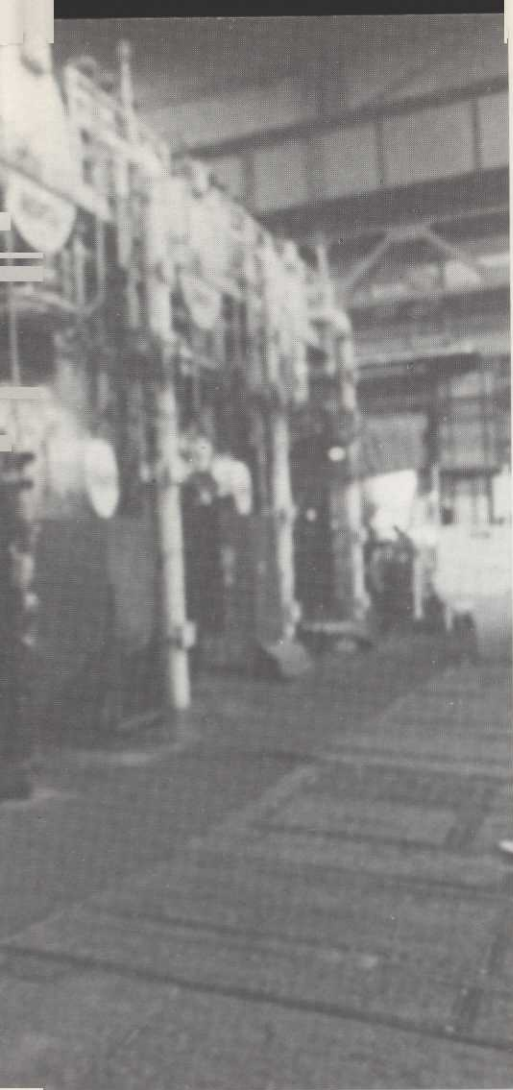
A group of highly skilled computer people have implemented a very sophisticated process control system. But it still takes the efforts of the 5-stand operating and maintenance crews to make the 5-stand the leader in the industry.

As the computer sets up the mill, it displays information on the material to be rolled on screens in front of the roller. The roller overlooks the operation. After review of the displayed data, he makes minor adjustments to tune in on the customer's specifications. After the refinements are made, the computers keep the mill on those settings for the remainder of the order.

"The rollers helped set up the process control system," said Phil Woodke, a roller. "We set the mill up so the computer could learn from us."

And learn they did. In 1984, the 5-stand set a new North American record for tons per turn for a cold reduction mill by averaging 2,160 tons for the entire year.

"Records don't last long around here," said shift manager



"In a world where 2,000 tons per hour is considered very good, the 5-Stand averaged 2,160 tons per turn in 1984, over 2,300 tons per turn for the first five months, and we're getting better."

—Al Kluender

George Munoz, shift manager—North Sheet Mill: "5 Stand employees are anxious to attempt the difficult and succeed."

George Munoz. "Turn, daily, weekly, monthly and yearly production standards are continually being set."

"We do our best to turn out what our customer wants, but at the same time we also get the maximum from the mill. If we break a record, that's good. But making a quality coil is what we are here for," said Gary Crouch, assistant roller.

Another reason for such a turnaround is due to the maintenance department. Preventative maintenance is where it starts. Don Cantrell, a millwright, spends much of his time looking for potential trouble spots, notes them, and they are repaired on the next scheduled turn.

"It's our job to keep the mill running," said motor inspector Rick Replin. "Whenever the whistle sounds signalling trouble, we respond quickly. Lost time means lost product."

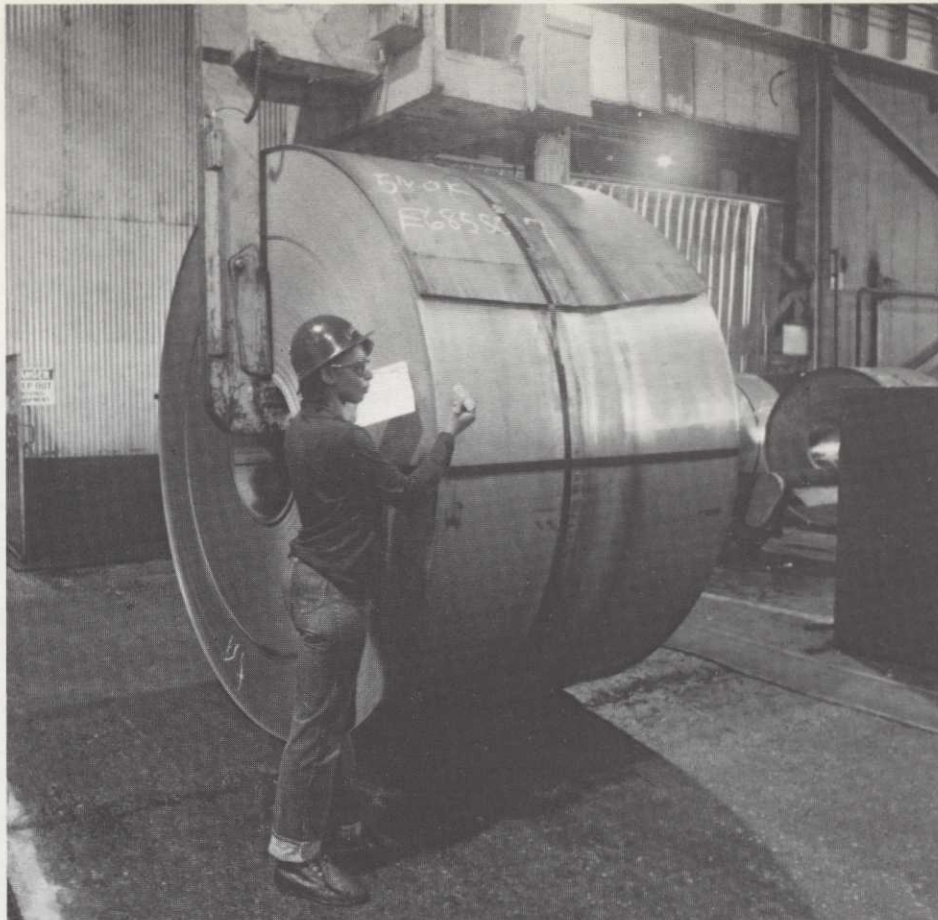
Line stops for maintenance-related problems have been reduced to a minimum. "We have helped keep the 5-stand going. Down time for mechanical problems has been reduced. The better we do our job, the better the 5-stand rolls and the product gets done," said Bob Laco, millwright.

"Where it used to take 45 minutes to change a roll, the automatic roll changers allow us to change a roll in less than 5 minutes. In fact, we have changed all five rolls in less than 11 minutes," said Lowell Moroney, an electrician, who has been with the 5-stand since its start-up in 1964. The changes are quick and smooth. Like an "Indy" pit crew.

Everyone is involved with the success of the 5-stand. Mill experience and process intelligence. Working together. A very accurate system—a record setting system. "Process control has



Harvette Harvey, a stocker, prepares a coil for the 5-stand.



enabled us to roll a more consistent sheet, a quality one," said Woodke. "Gauge, shape and flatness are the keys to quality. We meet those."

Diversions are down to attest to that statement. They have dropped from around 5% in early 1984 to 1.3% in April and 1.2% in May, and the 5-stand is working to improve that.

Another key to the productivity success of the 5-stand is its ability to accept 96" O.D. coils weighing as much as 120,000 pounds. So in one move, half the mill's stops to thread new coils through the mill's five stands and coiler were eliminated.

Again, the real key, is the people. A sign overhead proclaims it "The Land of the Giants." Originally, a reference to the new 96" coils, it is now descriptive of the mill and the crews. A sign on the roller's pulpit tells you "You're in 5-Stand Country—Where Pride and Workmanship Abounds."

The 5-stand crews are confident. They are sure of their capabilities and performance. "They are anxious to attempt the difficult and succeed," said Munoz.

"We're rolling new grades. Grades we once wouldn't have touched. Today, we'll take the challenge. Specialty steel, motor lams, purlins, you name it, we'll roll it," said Woodke.

"It makes you feel good to know you are the best. We take pride in our mill. The way it runs. The way it looks. We're proud of the product we produce," said Crouch.

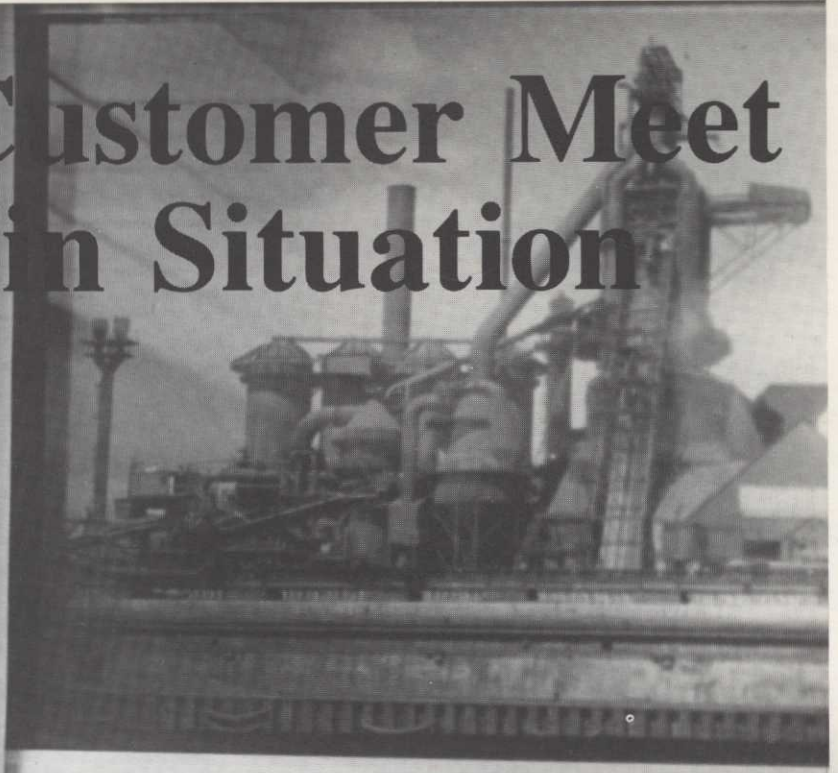
Another thing you will notice when you visit the 5-stand is the way it looks. It is remarkably clean. Good housekeeping is everyone's job.

"We take pride in the way our mill looks," said Rich Holm, recoiler. "Many customers visit us, and we want them to see how we feel about our workplace. We want them to know this is how we feel about their product."

Al Kluender, area manager—north sheet mill, sums up what makes the 5-stand click. "First, the ability to convert 96" O.D. coils when 72" coils used to be our largest. Second, the modernization of the equipment. Third, is process control which enables us to get the maximum utilization from our equipment and people. And fourth, and most important, is the pride and ability of our employees at the 5-stand. Their 'Can Do' attitude shows on the bottom line. That is a highly productive, quality team that makes our products great."

The 5-stand and its people are the trendsetters in the industry. The organization is composed of people who are "Giants" in their fields of expertise. They will continue to be the leader.

Gary & Customer Meet Win-Win Situation



Nelson Hicks—general manager—quality assurance, addressing Steelcase reps. in conference room.

From left: Ron Stora, Ed Gebhardt, Ray Beltz. Ed Gebhardt, division manager, sheet products, shows Steelcase a sample of our product.



Customer relations.

A new name. It is mill people one-on-one with a major mill customer. On his turf, or ours. Talking out problems. Seeking ways to improve product and performance. Together. For the customer's good. For our good.

Today, teams from Gary Works are cast in this new role. Meeting with customers to solve problems is nothing new. Field service representatives have done it for years. But a specific program of planned meetings involving Works operators is something quite different. It is all part of the on-going program to change customer perception of U.S. Steel and Gary Works as a volume producer to that of a *quality* producer.

The Customer Relations program was initiated this Spring when general manager Gerald E. Govert set out to gain increased customer recognition for the Works' four-

year dedication to quality. The talk-ins (listen-ins) with customers are directed also at making Gary personnel more responsive, more aware of customer needs.

The program got under way when Mr. Govert wrote key district sales managers, asking that they identify major customers with whom the Gary mill had failed to gain, or even lost, position in supplier rankings. Accounts were targeted. Teams selected. Meetings set up.

Sometimes customer representatives come to Gary. In other instances, mill representatives go to the customer. Usually the discussions are between business plan-

ning, quality assurance and mill operators and their counterparts within the customer company. Steel sales and customer purchasing participate. The meetings are centered on the performance of Gary's product in the customer's process and product.

You could call it preventive maintenance. We are making adjustments and fine tuning our operation on a programmed basis, rather than catch a major breakdown later on. In the process, we are learning to be better steelmakers and a better source of supply. That will help us with all our customers.

Two recent examples of direct com-

munication involved Steelcase, Inc., manufacturer of quality office furniture, and Butler Manufacturing Company, designers and manufacturers of pre-fabricated metal buildings.

The meeting with Butler was held at their plant in Kansas City. Representing Gary Works were Bill Terwilliger, business planning supervisor for outside processing, and Pam Singer, business planning—outside processing. They were joined by members of midwest area sales and Joe McGraw, Kansas City district sales. They met with Paul Grider, Butler's corporate material planning manager, and Lorene Tieman, purchasing agent for the buildings division.

After introductions, a member of the Midwest Area sales team told the Butler people how importantly their business was regarded by U.S. Steel and the Gary Works. He stated that it was Gary's goal to be their top supplier in quality and as a steel source.

Paul Grider responded that their principal requirement is reliable and accurate information on order status. They stressed also the need for quick response in problem situations.

Butler buys pre-painted galvanized cold rolled sheet. After cold rolling and galvanizing at Gary, the Butler material is shipped in coils to processors who finish the product to Butler's specifications. The coils are packaged and shipped to Butler manufacturing plants around the country.

Problems arose in tracking material being processed and establishing accurate information on processing and delivery—things out of Gary's control, but still our responsibility.

The solution was direct communication between Butler and the business planning department's outside processing group. Now, a separate, direct telephone "hot line" linking the two has been installed exclusively for Butler's use. Steps were taken also to insure an open line at all times.

When the parties actually involved in the problem got together, the solution was quick, easy . . . and satisfactory.

The Steelcase meeting was held in the conference room at Gary Works. Raymond Beltz, senior steel buyer, and Ron Stora, steel technician, represented the Grand Rapids office furniture manufacturer. They met with Nelson Hicks, general manager—quality assurance; Dick Dobis, quality assurance area manager—Sheets; Nick Oluvic, production planning manager; Rick Schultz, area manager—sheet finishing; and Brad Corey, product

specialist—non-automotive products.

After a welcome by Nelson Hicks, the Steelcase representatives laid out their requirements. Gauge, shape and flatness are essential for their forming operations. Surface is critical. Parts are chromed, painted or covered with applique material. Surface defects are highlighted and do not pass company quality standards.

Beltz explained that Steelcase is carrying an inventory in excess of requirements just to offset quality rejections. The company now insists on 90 percent quality acceptance and Gary Works must meet these difficult standards.

Dobis responded with a description of the Quality Management Program (QMP). Participation by union and management on problem-solving teams and total mill involvement in quality was outlined. Dobis also presented plans for customer teams to address difficult and complex problems of scheduling, quality and on-time delivery.

Stora stressed Steelcase requirement for steel processed by continuous caster. Oluvic assured them that all their company's requirements would be met easily with completion of the second continuous caster in 1986.

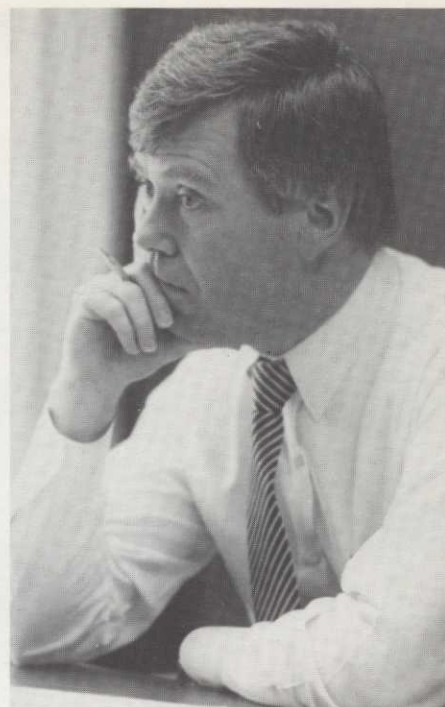
As the meeting concluded, Hicks summarized the discussions. "We (mill and customer) are in a win-win situation. A quality product delivered on time will benefit us both. Our Quality Management Program is a mill-wide effort. Everyone is in to it. Union and management. Operators and services.

"We understand the challenge of 90%-plus product acceptance, and we also recognize

the result of failing to meet this high standard. However, with full mill dedication to quality and improvements like new ladle metallurgy, the second continuous caster and new process controls at the hot strip and 5-stand mills, we are confident we can exceed your required level of quality. We regard it as a minimum, not a goal."

Before leaving for a tour of the mill, Hicks paid compliment to the Customer Relations program. "Improved customer relations are important to both parties. Improved communication between provider and customer is vital. We know where we stand, what we have to do, and, we'll be the first of your steel suppliers to do it!" □





Clockwise, from right: Joe McGraw, USS Kansas City sales, listens intently to discussion about outside processing; Pam Singer and William Terwilliger, business planning, outside processing, Gary Works, offer information to Lorene Tieman, purchasing agent for the Buildings Division at Butler; Chuck Hallas, area manager, process control, points out equipment to Ray Beltz, senior steel buyer for Steelcase; Rick Schultz, area manager, sheet finishing, shows control panel to Beltz. Center: Mickey Dufresne, roller, greets Steelcase steel technician, Ron Stora, at the 2-stand temper mill.

CUSTOMER QUOTES

The manager of purchases for Fram Corporation, Greenville, Ohio, expressed his thanks for the exceptional quality improvement shown on tin plate shipped from Gary Works earlier this year. During this period, their plant processed over 800,000 periods without a rejection.

R. Ross Donaghy, central area/Detroit service manager, thanks Gary Works for the efforts extended to provide Oldsmobile with EGL product when they were in a shutdown condition. This was a very trying and frustrating experience for business planning, the customer and the sales office.

I also want to thank you for the efforts extended to provide Pontiac Motor with push-in tons. We have not done any business with Pontiac for years, and this was a tremendous opportunity for us to participate with this customer. The particular application was a very severe part (front fender) and although we did not hit a home run we certainly got to first base.

Thanks again for your efforts.



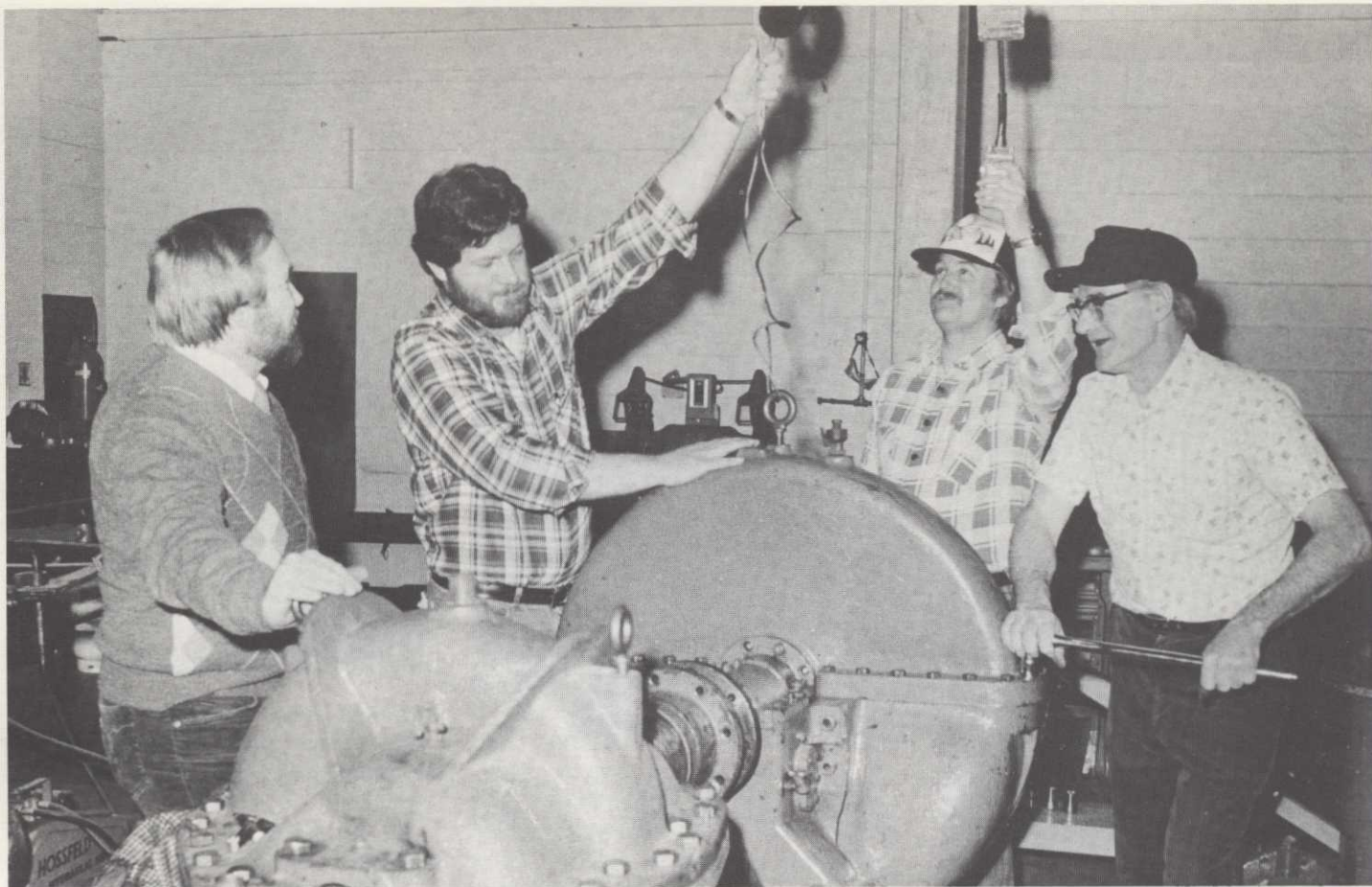


Photo by John Mitchell

Left to right: Instructor John Cowser of Ivy Tech; welder Don Mesman, welder Robert Retzlaff, pipefitter Martin Stulac, training to become expanded craft employees at Tubing Specialties.

Tubing Specialties— Agreement that Works

"It's the best thing that could have happened to us," said Harold Jones, a motor inspector expanded employee at Tubing Specialties. Jones is referring to the Memorandum of Agreement signed on October 1, 1984 by U.S. Steel and Local 2697 of the United Steelworkers of America.

The Memorandum of Agreement is based on two concepts. The first expanded several craft positions. These cover craft employees and will enable a broader range of maintenance responsibilities to be assigned to these employees.

The second concept establishes a team manning approach on all production units. Here, maintenance employees were placed directly on a production crew. They have responsibility for minor repairs on their unit as well as perform at their new

operating position. When repairs are necessary, the production crew assists the maintenance employee in making the repairs.

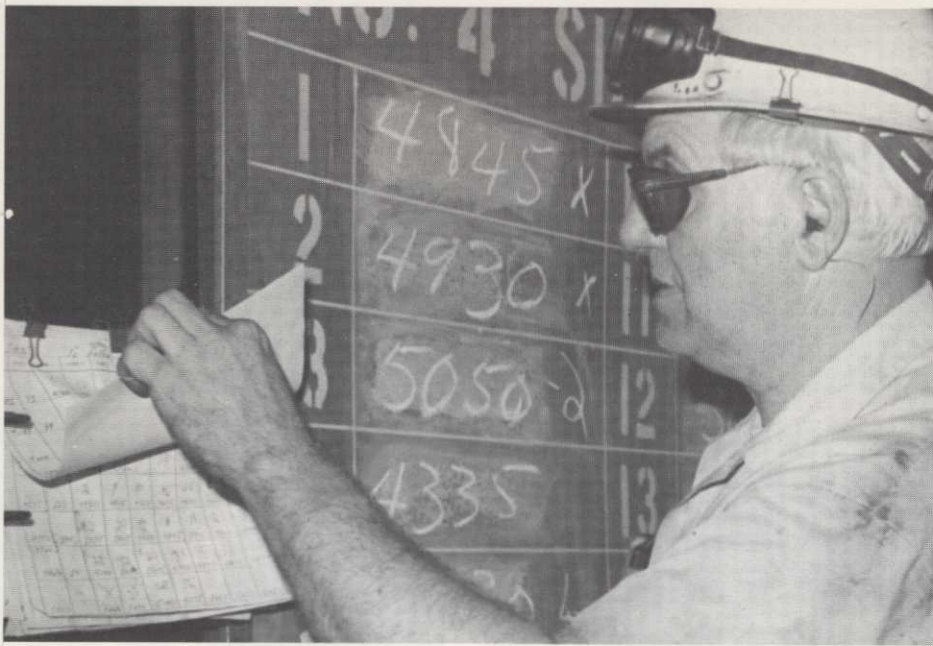
Traditionally, maintenance work has been performed by a wide variety of craft specialists. Today, three positions cover these. They are mechanical and hydraulic repairman, motor inspector expanded and electronic repairman. Expanded craft employees are receiving special instruction in areas where they lack working knowledge at Indiana Vocational Technical College in Gary as well as in the plant training. Once training is completed, the craftsmen will receive higher wages for their expanded skills and responsibilities.

"This agreement helps improve our competitive position," said Ed Zarndt, hot mill coordinator. "Orders now are de-

pressed due to increasing imports, a decline in domestic needs and other technologies, such as electric welded pipe which are making inroads into our seamless markets.

"By reducing the number of maintenance employees, we are reducing our manhours per ton for repairs and also will reduce delays on the hot mills," Zarndt continued.

"The expanded craft positions have helped us reduce our down time because we have one person capable of fixing many problems," said Jones. "Before, we used to have to wait for a particular craftsman to become free to do the job. Today, one man can usually make the minor repairs." This will become more evident as the 40 employees complete their expanded craft training.



Rollsetter/millwright William Stanly checks schedule to see what product to set up for.

"Along with my motor inspector duties, now I do my own welding," said Jones. "It feels good to know that when you are sent out on a job you know you can complete it by yourself."

The second concept is the addition of a maintenance employee on the production line. "I feel the concept is good," said Ted Soboleski, a hooker/millwright on the No. 2 hot mill. "If I owned my own company, getting the most out of people would be a necessity. That's what we are doing here. If we don't consolidate some jobs to save time and cost, then we won't be in business much longer."

Keeping the business going has been a rough assignment these past three years. This is why the agreement is a step forward in combatting the cost and import problems. Having the production crew assist in making repairs will reduce delays and expense. The program is new, but in time the operators will get the feel for assisting in maintaining the operation.

"By having the production crew and maintenance working together, it will help us spot potential problems before they occur," said William Stanley, a roll setter/millwright on the No. 4 hot mill. "This will help us get more product out," he said.

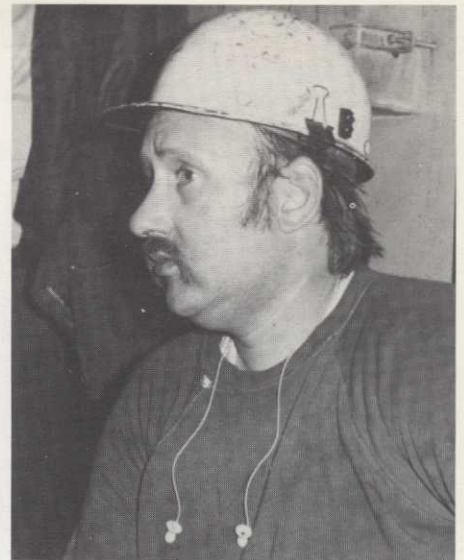
Ed Zarndt agrees. "By having the production crew assist in maintenance, they will learn why problems occur. Production, as far as tons per turn, will increase. The potential for quality improvements are also there."

"This new job is a lot of work," explains Stanley. He is not only responsible for maintenance on the No. 4 hot mill, but he

also is responsible for setting the rolls for finishing the product. "I must check with the schedule to see what is coming up, and I double check with the roller for the proper set-up to make sure the right product is rolled."

The agreement gives maintenance employees the chance to contribute to the making or finishing of their products. "Today I feel like I'm contributing more to the overall operation," said Soboleski. "Being able to maintain the equipment and at the same time be a part of the production is very satisfying."

"The program is new and it will take some time for all of us to become really



Hooker/millwright Ted Soboleski explains the importance of the new agreement.

efficient at our new jobs, but we'll make it, we have to," said Stanley.

The employees at Tubing Specialties are trying to do their part to help keep their plant competitive. "Tubing Specialties' future is up to its people. We have very knowledgeable and dedicated people here and that's why we are still going," said labor relations staff supervisor Pat Parker.

With the agreement behind them and a taste for what is expected of them, the employees at Tubing Specialties are ready for the challenge. They are determined to be a competitive force in the seamless industry. They are hanging in there now and will be a real competitive factor when the market picks up. □



Ted Soboleski hooking tubes to get them ready to be moved to another operation.

Beams that Build Chicago

To celebrate the start-up of the steel frame construction for the new Northwestern Atrium Center, a group of city and state officials were on hand to witness the "First Beam Raising Ceremony." The purpose of the ceremony was to herald the local and regional economic significance of U.S. Steel's South Works as the main supplier of steel for the project.

The Northwestern Atrium Center is a new 40 story office tower and commuter terminal being developed on the former site of the North Western Station, bounded by Madison, Canal, Clinton and Washington Streets in Chicago.

Approximately 75% of the steel to be used for the project, which represents over 10,000 tons, is being rolled on the beam mill at South Works. Also, steel for the Northwestern Atrium Center will be erected by American Bridge.

"The people of South Works are delighted to have won the job as the main supplier of structural beams for the Northwestern Atrium Center," said Ralph E. Fifield, plant manager of South Works. "Our involvement with the project is vitally significant to our plant in terms of production and jobs. As a workforce, we



are proud to supply Chicago-made beams for the new center," Fifield continued.

Designed by noted architect Helmut Jaun of Murphy/Jaun Architects, the new 1.4 million square foot, 40 story silicone glazed glass sheathed building will feature 1.2 million square feet of office space, 60,000 square feet of retail facilities and 85,000 square feet of atrium enclosed commuter facilities for C & NW passengers.

Completion of the office tower portion of the Northwestern Atrium Center is

1st Beam produced for the Northwestern Atrium Center by South Works.

Ralph E. Fifield addressing crowd at Northwestern Atrium Ceremony.



scheduled for 1987 with the retail component and commuter terminal slated for completion in the fall of 1986.

In addition to securing the Northwestern Atrium Center project, South Works is also producing beams for other local projects. These include 6,000 tons for the new Caster being built at Gary Works, 6,000 tons for the U.S. Steel and Ford Motor Company Electro-galvanize line being built near Detroit, Michigan and 6,100 tons for a building located at 190 LaSalle Street in Chicago. Also a building at 123 Wacker will use 5,000 tons, 2,500 tons for the Quacker Tower and 14,000 tons of piling are to be rolled for Lock No. 26 on the Illinois River.

These are just a few of the projects that South Works is working on. They strive to roll the best beams in the business. They are the best at making these jumbo beams. These beams are fabricated into buildings and bridges like the ones listed above.

These are just a few of the projects that South Works is working on. The Chicago skyline is marked by buildings which contain beams from South Works. The John Hancock Building, Sears Tower, United Bank of America Building and the Prudential Building to name a few. With the addition of the Northwestern Atrium Center and others named above, South Works is truly helping build Chicago.

From left: Claude Furnish, district traffic representative for U.S. Steel, Elliott M. Hughes III, assistant superintendent—E. J. & E. Railroad and Dale B. Engquist—superintendent of the National Lake Shore, watch as cars are rolled into the 12"-No. 5 bar mill.



Gary Works Comes to the Rescue

Gary Works came to the rescue and saved a group of relic South Shore Railroad cars from potential homelessness early this year by donating indoor storage space.

Owned by the National Park Service, Indiana Dunes National Lakeshore, the 1920's vintage passenger cars had been stored inside the Abex Stanray Plant in Hammond. The plant was sold and the cars were moved outside to suffer further deterioration and damage from weather and possible vandalism.

Eventually, the National Park Service expects to restore and exhibit the sixty-year-old cars within the Indiana Dunes National Lakeshore. The National Park Serv-

ice appealed to Gary Works for indoor storage space. Through the efforts of Claude Furnish, district traffic representative for U.S. Steel, space was located in the idled 12"—No. 5 bar mill.

"Both the National Park Service and U.S. Steel were concerned about further deterioration of the South Shore cars and the effect this would have on further restoration costs," said Furnish. "The management at Gary Works was delighted to help the National Park Service, once our Engineering department identified a suitable space. Now the money that would otherwise be spent on storage can be used for restoring the cars," he continued.

Dale B. Engquist, superintendent of the

National Lakeshore, said, "The U.S. Steel donation is the largest contribution to the park since officials began soliciting assistance through the recently published Gifts Catalog.

"The South Shore cars, once restored, will be used as exhibits to interpret the history of transportation in Northwest Indiana," added Engquist.

"We're pleased that U.S. Steel shares the same concern for preserving these wonderful, old railroad cars and the history they reflect," said Engquist.

In addition to donating space, Furnish noted that the E. J. & E. Railroad transferred the cars to their new home at the 12"—No. 5 bar mill free of charge.

Where are you? South Works Pensioned Supervisors Social Club

The Pensioned Supervisors Social Club, made up of retired South Works management employees is seeking contact with former South Works supervisors including those who were employed at Gary Works at the time of their retirement.

"The purpose of the Pensioned Supervisors Social Club is to promote fellowship and social contact among old friends and fellow workers," said Emil Rohracker, secretary/treasurer. The Club is starting on its twelfth year and has approximately 500 members.

The Pensioned Supervisors Social Club holds luncheon meetings once each month (spouses invited) at the Lansing Country Club at 186th and Wentworth in Lansing. These meetings usually feature a guest speaker on topics of interest to senior groups such as the Clubs, with plenty of time left over to visit and renew old acquaintances.

Special events such as a golf outing, Christmas Party and special tours are held annually. News by and about the Club members and other topics of interest are published quarterly

in a newsletter mailed to all members.

"All in all, it is a wonderful way of keeping in touch with old friends," said Hilding Henrikson, former president. "It also keeps you up to date on what is happening at South Works," he continued.

If you are interested in joining the Pensioned Supervisors Social Club, write to Emil Rohracker, 1429 Park Street, Crete, Illinois 60417 or call him at (312)-672-8916.

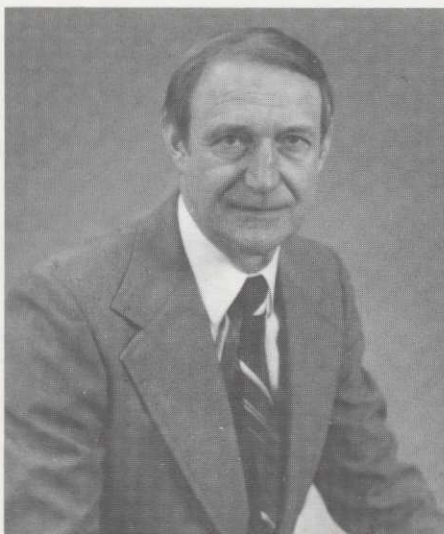
Health Care Fraud— And The Law

Over the years the payment of fraudulent health insurance claims have contributed to the health care cost program of the Gary Complex. Indiana Blue Cross/Blue Shield estimated that up to 10% of all health insurance claims filed annually are fraudulent in some way. The payment of fraudulent claims ultimately increase the cost of health care benefits to all consumers.

Most of the fraudulent claim payments that have occurred at the Gary Complex involve the misrepresentation of dependents or the alteration of medical statements. For example, an employee permitted an ineligible ex-spouse to obtain health care benefits in excess of \$17,000 when he failed to promptly notify the company of his divorce. Another employee permitted an ineligible person to obtain benefits in excess of \$9,000 when he falsely claimed that person as a spouse though in fact they never were married.

Some employees have changed dates and names on medical bills and pharmacy receipts to obtain benefits from the Company's major medical carriers. Other employees have falsified the physician's statement of a sickness and accident claim form to receive sickness and accident benefits. An employee's brother attempted to receive dental treatment using his brother's identification and insurance claim form.

These employees have not only violated the General Plant Conduct Rules—Falsification of Company records—but also are in violation of state law. In 1983, Indiana



Frank T. Staudohar, department manager, employee services.

lawmakers passed legislation aimed at discouraging health care benefit fraud. The General Assembly enacted an amendment to the Indiana Code which places health care benefit fraud into the general theft statutes, and provides for prosecution as a criminal court for employees who defraud or attempt to defraud the Company or their insurance carriers.

Health care fraud is not only limited to a few dishonest employees, but also to those who dispense health services. The company has received reports from Optometrists that employees were attempting to illegally sell vision care insurance forms for a fee in return for signing the form without receiving serv-

ices. The Optometrist could then submit a claim to the insurance company for payment of services not rendered.

We have reports that certain area physicians will provide statements of disability for a fee without performing an examination.

Some physicians and dentists have been known to back date insurance claims for services to provide coverage for an employee or his dependents after coverage has expired. This may be a convenient method of having a medical expense paid by the insurance carrier, but both the employee and the medical practitioner have engaged in fraud under the circumstances.

Certainly the vast majority of employees and the professionals who provide health services are honest, but there are always those few who will abuse the programs.

In order to reduce health care fraud at the Gary Complex we need the cooperation of all employees. A Health Care Hotline has been established where anonymous callers can provide information regarding employees, physicians, dentists, optometrists or health care facilities who are fraudulently obtaining benefits.

Our Hotline number is (219) 944-5398 and is answered during normal business hours.

Blue Cross/Blue Shield of Indiana has a toll-free number (1-800-523-7283) to report fraudulent claims involving Blue Cross/Blue Shield claims.

NOTICE TO EMPLOYEES

Covered by the Basic Steel Supplemental Unemployment Benefit Plan

SUB will be payable for benefit weeks ending in July for eligible employees who had two but less than ten years of service as of the last day worked. It will be necessary for employees with two but less than ten years of service to re-register at the Employee Services Office on Buchanan Street. Employee Services Office hours for SUB benefits are Monday, Tuesday and Wednesday

from 8:00-11:00 a.m. and from 1:00-3:00 p.m.

Weekly benefits and short work week benefits payable to employees with twenty or more years of continuous service as of the last day actually worked and who are covered by the Employment and Income Security Program will continue to be paid in full on a current basis.

In Recognition of Loyal Service

The people make the difference at Gary Works and it is these people who are dedicated to making Gary Works the lowest cost, most productive and most consistent supplier of high quality steel in the industry. A good example of this difference

is the many employees listed below. This group of workers have attained either 40, 35 or 25 years of service as of March 31, 1985. Congratulations to all for your dedicated and tireless efforts to Gary Works.

Forty Years

Bar and Plate

C. Brumfield
J. D. Parker
A. D. Wright

Steel Producing

Z. A. Carter
J. B. Fizer

Accounting

D. Paczolt

Thirty-five Years

Shops and Services

O. Caussey
G. R. Hays
N. Kunac
M. Loncar
E. Roknich
J. L. Sobierajski, Jr.

Business Planning

D. C. Wosczyński

Steel Producing

C. C. Abila
E. A. Crystal
A. W. Dixon
J. Paczolt
S. J. Roper

Quality Assurance

E. J. Hutchinson
J. A. Monroe

Iron Producing

D. W. Bauswell
H. Johnson
M. Parrott, Jr.

Bar and Plate

P. A. Dykhuis
E. J. Zieba

Energy

B. J. Tluczek

Engineering

R. A. Spiroff

Accounting

J. Jatczak

Twenty-five Years

Shops and Services

R. L. Akers
J. F. Almaguer
W. J. Bollinger
F. Duffee
L. B. Gue
A. C. Humphrey
B. R. Isaac
F. J. Kilgour
R. L. Leggitt
J. L. Looney
N. W. Mattingly
E. C. Oswald
F. J. Paulsen
R. M. Rodriguez
W. R. Stone
H. Vernia
A. C. Vidal
M. L. Werner

Steel Producing

J. R. Adams
T. H. Bellot
T. H. Buchleitner
B. B. Clark
W. Davis
G. V. Day
J. W. George
F. J. Kozlowski
H. L. Manning, Jr.
P. E. Montgomery
E. Shroll
W. C. Stubblefield
L. Williams

Iron Producing

D. Beavers, Jr.
W. A. Doane
J. Dudley
R. P. Klus
S. Knezevich
T. B. Maclin
E. G. Minton
P. A. Mischon
C. J. Nowatzke
E. G. Oates
J. W. Warne
R. H. Williams

Coke and Chemicals

J. Archbold
C. J. Buirise
R. J. Castellanos
W. Crozier
K. L. Henderson
R. V. Mitchell
G. A. Piper
E. L. Smith
L. R. Stanley
A. G. Tsampis

Business Planning

J. Amaya
R. Baron
J. E. Basinski
J. A. Bollinger
A. J. Locke
M. L. Shaffer
R. E. Tonetski
T. Wainman

Bar and Plate

J. Bumbico, Jr.
B. J. Farris
J. Henderson
R. Jones
B. Joseph
F. Matlock, Jr.
S. McQueen
W. Nowak
L. W. Owen
D. Pendley
P. A. Ruschak
J. T. Spencer

Quality Assurance

L. B. Adams
R. J. Balluch
J. O. Crouch
T. K. Gill
N. C. Hicks
D. E. Kelley
L. J. Malaine
W. R. Young

Energy and Environmental

P. Halfman
D. D. Marlatt
G. A. Querio
C. Revetta, Jr.
J. M. Vrtikapa

Tin Products

B. J. Carter
A. D. Gerber

Primary Mills

H. L. Ezell
R. Hamer
W. E. Huppenthal
R. L. Johnson
W. L. Starks

Sheet Products

R. W. Bumbalis
D. L. Cleveland
P. J. DeBaun
T. D. Shay

Accounting

M. D. Washburn
J. A. Meyer
B. M. Palla
R. Zwick

Hot Rolling

W. C. Donovan
T. J. Marconi
G. Rerick

Engineering

J. H. Leaser
R. E. Wesley
D. G. White

Productivity Improvement

G. F. Clapp
V. E. Lee

Personnel

H. D. Ritter

Labor Relations

J. M. Medved

SCOREBOARD

Suggestions for Cost Reduction or "SCORE" was implemented in April of 1980 to encourage employees to submit money saving ideas. Significant savings have been realized through SCORE over the past five years.

Our employees are helping to keep Gary Works one of the most efficient steel producers in the U.S. By turning in sugges-

tions which increase productivity, yields and reduce our operating cost, our employees are helping to keep us competitive with other steel companies. The SCOREBOARD is a summary of those employees who have earned awards for their suggestions during the first quarter of 1985.

Gary Works _____ Steel Producing

R. Church

Suggested we repair ingot buggy coupling drawheads instead of purchasing new ones. This maximum award earning suggestion was worth \$15,000 to Mr. Church.

C. F. Talian

Designed rough cut PSX wear blocks for the No. 1 BOP Shop scrap boxes.

**J. W. Uzelac &
H. Broyhill**

Their idea was to install an automatic lubrication system on the Continuous Caster foot rolls to reduce roll changes.

V. L. Billick

Suggested we build a multiple circuit tester to simultaneously check the limits on the Continuous Caster variable width mold.

East

E. Stefanko

Suggested the conversion of Continuous Caster roll ring spacers from shrink fit to slide fit to reduce manhours and spacer use.

Shops and Services West

**T. Slusher &
P. Gojko**

They suggested we fabricate a descale header from boiler tubing instead of standard pipe to reduce maintenance cost.

**D. Mahler &
M. Nugnis**

Their idea was to install an alarm and automatic shutoff valve on the Stanisol tank to eliminate overflow spillage.

**S. Elias &
R. D. Tucker**

It was their idea to install a control on the Electrogalvanize Line plating conductor roll motor.

**J. Koveck
J. Laco
J. Mula**

They suggested we produce refractory bricks for the No. 75 Furnace instead of purchasing new ones at the North Sheet Mill Annealing.

Sheet Products Division

**G. S. Hammond
G. L. Abell**

They suggested we install a cover on the North Sheet Mill Slitter Askania to prevent false readings from overhead cranes.

G. S. Hammond

Hammond's second suggestion earned him a maximum award of \$15,000. He suggested we fabricate a plexiglass cover to protect the 80" Temper Mill Askania Head from oil and dirt.

T. Orlinski

His idea was to install check valves on the 80" Temper Mill Stanisol pumping system to reduce bleeding requirements.

Tin Products Division

G. Dickson

His idea was to add an oil supply to the air pilot valve system on the No. 6 Stand Mill to improve lubrication to the valves.

South Works _____ Technical Services

J. Zerial

His idea was to install current balance relays to protect 4160 volt equipment at the 52" Beam Mill and the 54" Bloom Mill motor rooms.

D. A. Zollicoffer

He suggested South Works be removed from receiving service from the Weather Forecast Service.

R. Smith

Suggested we reduce excessive steam pressure from the No. 1 Boiler at the No. 5 Power Station to reduce B.T.U.'s consumed.

Structural Department

**R. Bakowski
R. Macek**

They fabricated a long shank tool to cut the ends of Beam Mill rolls.

Gary Works Record Breakers

Sheet Products

January—Hot Roll Prep. Line set a new tons/turn record of 753 bettering the old mark of 728 set in 4/84.

The 5-Stand Cold Reduction Mill set new monthly record of 172,959 breaking old record of 170,530 set in 4/84.

February—The 5-Stand set a weekly record of 50,425 tons and set an average tons/turn record of 2,309 beating the old one of 2,279 set 7/84.

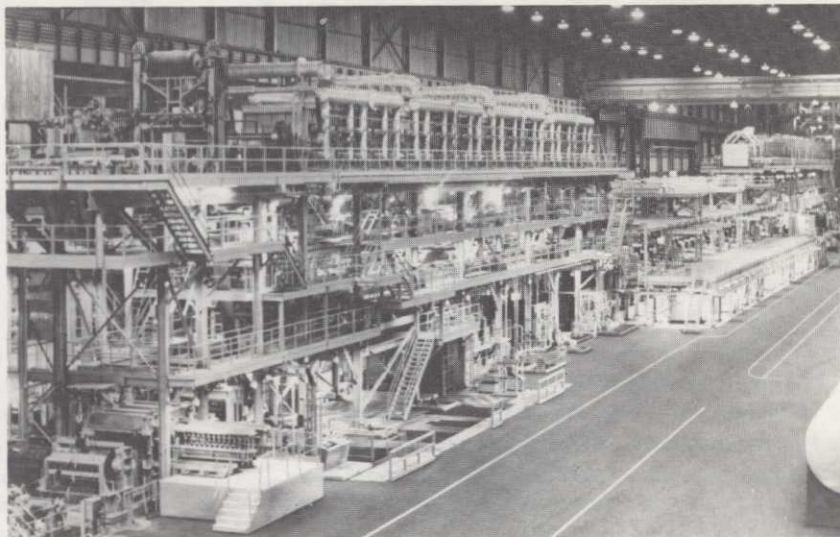
March—Hot Roll Prep. Line set new 8 hour record of 1,353 tons smashing the old one of 1,133 tons set in 1/84.

The 5-Stand broke February mark for tons/turn by producing 2,365 tons.

The 80" Temper Mill set monthly record of 117,755 tons breaking the old mark of 110,981 tons set in 3/84.

No. 6 Galvanize Line set a new monthly record by producing 29,952 tons as compared to 29,214 tons set in 5/79.

The Electro-galvanize Line set a monthly record of 45,542 tons surpassing the old mark of 44,696 tons set in 3/84.



April—The 5-Stand bettered its January record by producing 173,939 tons.

80" Temper Mill set monthly tons/turn record by rolling 1432 tons passing the 8/84 record of 1385 tons/turn.

No. 6 Galvanize Line set an 8 hour record 585 tons and a monthly tons/turn record of 364 tons. The old record was 355 tons set in 3/77.

The Electro-galvanize Line set a new monthly tons/turn record by producing 547 tons bettering the old mark of 502 tons set in 4/84.

Iron Producing Hot Rolling

No. 8 Blast Furnace

Set a daily record on March 30, 1985 by producing 2,923 tons. Set a weekly record beginning March 17, 1985 by producing 16,613 tons.

Established a monthly production record by producing 70,599 tons in April shattering the old mark of 65,558 tons set in Dec. 1975.

84" Continuous Pickle Line

January—Set a new 24 hour mark by pickling 8,281 tons.

March—Set monthly record by processing 175,999 besting old mark of 170,456 set in 4/84.

Coke & Chemicals

The Coke and Chemicals Division completed two years without a lost time injury in May. This represents 4,277,198 hours worked.

South Works

March—Truck shipments from the 52" Mill totaled 10,217 tons of structurals which beats the old record of 8,883 tons shipped set in 10/84.

On May 1, 1985 crews at the 54" Blooming Mill processed 118 ingots in 8 hours surpassing the old mark of 109 ingots processed.

Steel Producing

No. 1 Continuous Caster

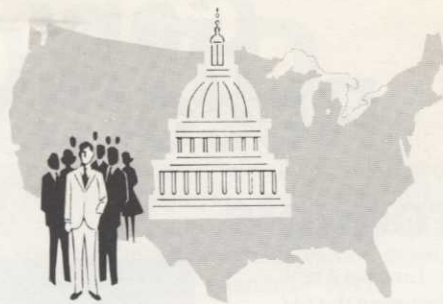
January—New monthly record of 172,765 tons.

February—Set a world record by continuously pouring 428 straight heats. This breaks the old record of 337 straight heats set in March 1984.

Also, set new weekly record by casting 44,405 tons.

March—Beat January record by producing 178,398 tons for month.

Legislative Report



The following bills were key goals for U.S. Steel in recent sessions of the Indiana legislation. The bills were spearheaded by us in an attempt to better the position of the company and our employees.

U.S. Steel organized a statewide coalition under the direction of State Representative Walter Rooda (R-Demotte) to move H.B. 1436 through the legislative process.

Passage of House Bill 1436, supported by U.S. Steel, deregulated the Indiana Health Planning law which substantially alters the legislation in ways encouraging competition in health care delivery. Changes made include exempting sales, exchanges and leases of existing health care facilities from the planning law. It also exempts from the determination of need process all projects concerning outpatient service only or requiring capital expenditures of no more than \$750,000. H.B. 1436 provides for an informal hearing to start the determination of need process and it repeals the health planning law on June 30, 1989 instead of June 30, 1985.

Additionally, hospitals may now convert unused beds into longterm care but must abide by the same regulations as nursing homes, seek a determination of need, and be paid for Medicaid patients on the same basis as nursing homes.

Another piece of key legislation was sponsored by Mary Budak (R-Michigan City) and in the Senate by Jim Severs (R-Seymour).

U.S. Steel, Blue Cross/Blue Shield and other Indiana businesses joined together to help defeat House Bill 1623 and Senate Bill 505. These bills were proposed to discourage hospital price competition.

These bills were against a new approach for cost effective health care. Known as Preferred Provider Arrangements (PPA) or Preferred Provider Organizations (PPO), they represent a plan for cost effective health care that results in lower overall cost for the insurer, employer and the patient. H.B. 1623 and S.B. 505 proposed to discourage hospital price competition by legislation which is against buyer leverage, an essential component to stimulate price competition in the health care delivery system. It is believed that competitive forces will cause hospitals to review and restructure their cost, ultimately contributing to lower charges for consumers. The benefit of a PPA/PPO is to lower costs to the insurer and the patient for services rendered at a consistent, verifiable level of quality.

The third important piece of legislation was passed to establish an Industrial Waste Materials Exchange Program. The program establishes a so-called "Shopping List" of hazardous wastes. This list will confidentially identify specific waste by generators to allow for better communication between generators, transporters and disposers.

House Bill 1492 was passed and it also requires generators, transporters and disposers of large quantities of hazardous waste to send a copy of their manifest within five days of shipment to the Land Pollution Control Division. This bill also requires Indiana to set up a computerized system to track hazardous waste moving in or through the state. Proponents argue that the state currently has no record of such shipments, other than the biennial report required by the state and the Environmental Protection Agency.

Notice to all Employees Guidelines on Affirmative Action for Handicapped and Veterans

Gary Works, South Works and Tubing Specialties are government contractors subject to Section 503 of the Rehabilitation Act of 1973 and Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974. Both Acts require government contractors to take affirmative action to employ and advance in employment qualified handicapped individuals, special disabled veterans

and veterans of the Vietnam Era. If you are a special disabled veteran or a handicapped non-veteran and would like to be considered under our Affirmative Action Program for veterans and handicapped, please notify the Employment Practices or Management Services Departments. Submission of this information is voluntary and will not subject you to adverse action, consistent with company policies, rules and regulations. Information will be kept confidential, except as it is necessary to inform your supervisor of necessary accommodation or work restrictions.

The Affirmative Action Programs may be reviewed by employees and applicants by making an appointment with the Employment Practices Department.

GIVE LIFE

Every year, our area faces a sharp decrease in blood donations during the summer months. Last summer, twice as many units of blood were sent to hospitals as were collected. This summer, the Red Cross would like to change this wide disparity by asking you to participate by giving blood this summer.

SUMMER BLOOD DRAW SCHEDULE

Blood draw times: 10:00 AM to 4:00 PM.

July 11

Coke Plant
Carpenter Shop

Areas to be drawn: Coke & Chemicals and Tubing Specialties,
Quality Assurance, and Accounting

August 21

Sheet & Tin, Sheet Division Basement

Areas to be drawn: Sheet Products, Hot Rolling, Shops &
Services West, Business Planning, Quality
Assurance, Energy West and Regional Sys-
tems

ANY QUESTIONS about your eligibility to be a blood donor . . .

call 944-4515

BLOOD DONOR REQUIREMENTS

AGE: 17-66. You may donate every 8 weeks.

WEIGHT: You must weigh at least 110 lbs.

YOU CANNOT DONATE if you have had:

Yellow jaundice or hepatitis

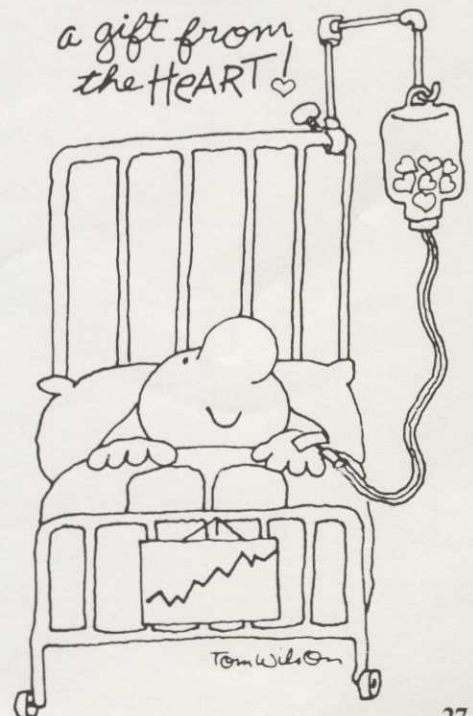
Diabetes and use insulin regularly

History of heart condition or cancer, except skin cancer

FOOD: PLEASE EAT YOUR REGULAR MEALS.

BLOOD...

*a gift from
the HEART! ♥*



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Jan. 22-Feb. 5**